FARIS CHEBIB

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EXECUTIVE SUMMARY

A dynamic engineering manager with a 12-year track record of Python/Django/API development expertise, I am driven to empower my team to excel and innovate. As a passionate lifelong learner, I take pride in mentoring others and fostering a collaborative environment within my team and the broader tech community. The professional journey presented before you, from an independent developer to a dedicated team leader, demonstrates my commitment to harnessing technology to positively impact people's lives. In line with these personal values, I actively engaged in volunteer work across the tech, medical, and educational sectors. I am excited to leverage my unique blend of leadership and technical prowess in a new engineering management role, poised to launch your organization towards elevated success and enhanced team cohesion through my contributions.

PROFESSIONAL EXPERIENCE

***Invitae,* Senior Software Engineer & Engineering Manager** *Dec 2019 – June 2023*

As an engineering manager at Invitae, I led a team of software engineers on the Commercial Content team, where I helped deliver a number of developer ergonomics out the door. I was responsible for coordinating the team's activities and ensuring that the team's goals were aligned with the business objectives. Additionally, I was responsible for the recruitment and retention of skilled software engineers, even during some especially difficult times. Some of my key achievements include:

◊ Leading our team to seek out and pursue some business efficiency hunches which lead to a number of improvements which cut server spending by at least 18%. Due to the scale of our enterprise, this change easily saved our organization millions of dollars per quarter.

◊ Elevated our QA support associate to a junior software engineer, which paid off handsomely for our organization when she was soon able to apply her cross-org domain knowledge into software excellence. She went above and beyond by documenting her process and mentoring others soon after her journey.

◊ Successfully navigated tumultuous hiring environments, building a modest team of engineers and succeeding in retaining our team even through some especially difficult times. I received feedback that I was still able to ensure that the careers of those on my team did not stagnate.

◊ Coordinated the delivery of a clinical Order-to-Report dashboard of metric related to our most critical business process, which involved coordinating between our DevOps stakeholders along with our product owners of public-facing assets. We also addressed and streamlined a number of problematic bottlenecks surfaced by this effort. This change also enabled us to have a more cohesive understanding of road map priorities and was able to tell an executive story to stakeholders to answer key business questions.

***Teem by WeWork,* Senior Software Engineer** *January 2017 – Dec 2019*

As a senior software engineer at Teem by WeWork, I specialized in implementation of new APIs and worked with Front-end and Mobile teams to improve and implement new endpoints. Some of my notable achievements include:

◊ Refactored a legacy data-engineering application to better handle the increased demand and scale that the WeWork acquisition required of us. In addition, I set up a data pipeline to support the import of *years* of enterprise calendar data in a scalable an E2E encrypted manner.

◊ Maintained and scaled a Django monolith API backend to manage scheduling and room availability for over nine thousand requests per second. I helped to streamline dev processes and run release cycles and schema migrations.

◊ Led a remote and on-site team of DevOps and developers to upgrade our high availability Django application to Django 1.11 while maintaining an internal goal SLA of 99.999%. I was also able to squeeze in our Python 3 upgrade into this effort, saving the organization an estimated 2-3 sprints (2 weeks) of additional overhead work.

***Zane Prep, Inc. (Zaniac),* CTO** *April 2013 – January 2017*

As the CTO at Zane Prep, Inc., I co-founded an after-school program and camp franchisor for K-8 students. Directed design decisions on and off the web, consulted on a number of curriculum development tasks, hired a technical and academic staff, and implemented continual development and improvement for software products. In addition, I would report to a Board of Directors on a quarterly basis with intermediate to long-term goals and roadmap suggestions. Some of my key achievements include:

◊ Directed the online branding, marketing design, and implementation of `zaniaclearning.com`, a retail-management, sales, marketing, ecommerce, and schedule app used by franchise owners throughout the country to manage their day-to-day operations. The app features a custom-built scheduling platform for instructors, students, and parents; a sign-in/sign-out mechanism for students and employees; a full ecommerce application with secure credit card storage and processing; and a learning management system (LMS) which builds custom curriculum for students and allows instructors to track students' learning progression.

Skills Summary

As a lead software engineer and engineering manager, I bring a unique blend of technical and management expertise to each project I undertake. With 13 years of experience in Python/Django development, I have made contributions to open-source projects such as Django Channels, Django Core documentation, and Secure Drop's translation scripting. I am also well-versed in HTML5/CSS3/SASS, Javascript (including React, Angular, and Webpack), Node.js, Java, PostgreSQL, Ruby/Rails development, RedisDB/NoSQL, Git (SCM), and Linux/Unix server administration (with a heavy focus on Nginx). I have been implementing Docker for containerization and deployment since its public inception during a PyCon 2013 lightning talk. I am also skilled in designing and implementing ETL pipelines, building and maintaining databases, and streamlining dev processes and ergonomics. My expertise in observability and metrics has helped me to deliver E2E dashboards of critical business processes, and I have experience in addressing and streamlining problematic bottlenecks surfaced by these efforts.

In addition to my technical skills, I have extensive experience in management and leadership. As a senior software engineer and manager, I have successfully recruited and retained skilled software engineers, navigated tumultuous hiring environments, and built and led successful teams. I am skilled in coordination, communication, and collaboration with cross-functional teams, and have a proven track record in mentoring and managing junior engineers, elevating the skills of my team, and ensuring that the careers of those on my team do not stagnate. Overall, I have a unique blend of technical and management skills that make me an asset to any organization.

Formal Education, Volunteer Activities, and Academic Honors

I hold a **BA** in **Cognitive Science** from Simon Fraser University in Vancouver, BC, Canada, with concentrations in Creative Cognition and Executive Processing.

Outside of my formal education, I am deeply committed to volunteer work in my community. I have been a volunteer with Big Brothers Big Sisters of Utah since September 2019, where I advise my "little" on academic, life, and professional skills necessary to succeed in post-secondary education. I am also a weekly volunteer at Primary Children's Hospital, where I help patients and their families engage in crafts, games, and other constructive activities.

In addition to my volunteer work, I am the founder and chief organizer of the Salt Lake City Python User's Group, which has over 3,800 members and is one of the top three largest technical meetups in the Salt Lake Valley. I am responsible for coordinating sponsorships, venues, refreshments, raffle prizes, live-streaming, and technical speakers, and I have given numerous technical talks at these meetups. I also learned the basics of incorporating a non-profit organization by establishing and running *Utah Python*, an "umbrella" non-profit organization which distributes funding and resources to Python groups around Utah.

In the Python professional development community, I am honored to have been a speaker at PyCon 2019, where I shared my expertise and insights with the broader Python community. In 2014, the team I led was the winner of the *Hackdance* Sundance hackathon competition in Park City, UT, where I led a team in creating an anti-bullying Chrome plugin that integrated with Twitter to help report and mediate abusive behavior. In addition to these pursuits, I have various other skills and qualifications, including a Private Pilot license, Canadian Aeronautical Radio License, and various first aid qualifications (including CPR and Wilderness First Aid).

Online Work Artifacts

◊ https://zaniaclearning.com → This is the primary web application for Zane Prep, Inc. It's a retail-management website, marketing page, ecommerce app, and scheduling app all rolled into one site.

◊ https://github.com/octaflop → My github repo, with featured projects emphasizing technical talks and boilerplate projects for others to work on.

◊ https://farischebib.is/ → Primary online portfolio & blog. *(QR Code below)*

◊ http://frpbc.ca/ → An example of enterprise-level SaaS development for a non-profit. Conducted while I was an independent contractor.

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